



PPL GENDER PAY GAP REPORTING FOR 2022

PPL is committed to ensuring that it hires, develops and promotes the best people (regardless of gender) and that our talent pool is as wide as possible. We take equity and diversity seriously, intertwined with our people strategy, so that we can continue to develop and maintain a working culture that is fair and considerate to all.

Gender pay gap as at 5th April 2022

Whilst PPL did not fall within the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 as at April 2022 (due to a workforce below 250 FTE), PPL has chosen to publish this gender pay gap reporting voluntarily and has prepared it in accordance with the Regulations. As such, this report, is based on data from April 2022.

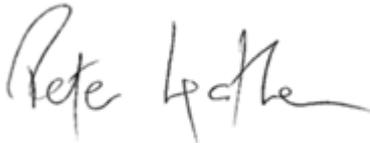
PPL's workforce in April 2022 consisted of 192 FTE (61% male and 39% female), compared to 201 FTE (60% male and 40% female) in April 2021. PPL's gender pay gap statistics as at 5 April 2022 are set out below:

MEAN PAY GAP		MEDIAN PAY GAP		
11.7%		13.6%		
MEAN BONUS GAP		MEDIAN BONUS GAP		
34.2%		30.8%		
	PAY QUANTILES			
	LOWER	LOWER TO MID	UPPER-MID	UPPER
MALE	54.2%	58.3%	70.8%	66.7%
FEMALE	45.8%	41.7%	29.2%	33.3%

PPL's mean gender pay gap is **11.7%** in favour of men (compared to 9.6% in 2021). In a company our size, the pay for roles at the most senior level can impact our statistics if there are more men than women in those roles. For example, our mean gender pay gap is reduced to **5.7%** in favour of men if the CEO is excluded (compared to **4.1%** on the same basis in 2021). PPL's median gender pay gap is **13.6%** in favour of men across all employees (compared to **12.2%** on the same basis in 2021).

Based on the above data, 2022 has therefore seen PPL's gender pay gap increase slightly on the mean and median pay. In 2021 PPL hired 44 employees, 55% of whom were female. 44 employees left PPL and 53% of them were female.

PPL mean gender bonus gap is **34.2%** in favour of men (compared to 0% in 2021 when no company bonuses were paid due to the impact of COVID-19). Again, this can be impacted by the ratio of men to women in more senior roles. Excluding PPL's CEO from the figures, the mean gender bonus gap drops to **8.1%** in favour of men. The proportion of male and female employees receiving a bonus is **90.2%** and **78.5%** respectively. PPL operates a bonus scheme that is based initially on company performance and certain eligibility criteria for example an employee's start date. 20% of PPL's female staff did not qualify for a bonus due to their start date. In the event that company performance targets are met such that a bonus is payable, the amount an individual receives is then based on performance and therefore the pay-out will vary based on both an individual's salary and performance rating. PPL's median gender bonus gap is **30.8%** in favour of men (compared to 0% on the same basis in 2021)



Peter Leatham
Chief Executive Officer



Kate Reilly
Chief People Officer